A3100-54 bk1

1986-87 national faculty salary survey by discipline and rank

in state colleges and universities

American Association of State Colleges and Universities

College and University Personnel Association

1986-87 AASCU/CUPA
NATIONAL FACULTY SALARY SURVEY
BY DISCIPLINE AND RANK
IN STATE COLLEGES AND UNIVERSITIES

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
11 Dupont Circle, Suite 120
Washington, D.C. 20036
(202) 462-1038

In Conjunction With

APPALACHIAN STATE UNIVERSITY
Boone, North Carolina 28608
(704) 262-2124

COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
11 Dupont Circle, Suite 120
Washington, D.C. 20036
202/462-1038

The organization is a professional association which serves higher education by providing its institutions and human resource professionals with developmental opportunities and technical assistance for the effective management of human resources. The Association exists to facilitate the exchange of ideas, to conduct research and analysis, and to transmit information which will enhance the state of the art as well as professional growth and development.

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ISBN 0-910402-39-6

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ACKNOWLEDGMENTS

This AASCU/CUPA 1986-87 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with headquarters in Washington, D.C., cooperated with the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and with Appalachian State University in Boone, North Carolina, to produce this report.

CUPA President Gloria White and Nancy H. Deane, Vice President for Publications and Research are commended for their support of the need for faculty salary surveys. Special thanks go to CUPA Executive Director Dr. Richard C. Creal and to Lanora Welzenbach, CUPA Manager of Publications. Appreciation is expressed to all the members of the CUPA Academic Personnel Council over the past few years for their enthusiasm and insights--especially Gloria White, who served on the Academic Personnel Council in 1980 when this survey format was developed.

Many thanks go to President Allan W. Ostar of AASCU for his continuing support of this annual study. Special thanks go to Dr. Meredith Ludwig, Senior Coordinator, Association Research at AASCU, who monitored the survey effort and reviewed the final report.

At Appalachian State University, Chancellor John E. Thomas and Dr. Harvey R. Durham, Vice Chancellor for Academic Affairs supported the study through graduate research assistance and computer time. This survey could not have been completed without their professional interest and help. The following valued colleagues at Appalachian State University also ably served as co-researchers and co-authors:

J. Beth Carlton, graduate student in Industrial/Organizational Psychology
Mary Elizabeth Gragg, undergraduate student in Business and Spanish
Geneva Henson, office manager, Office of Equal Opportunity Programs
David N. Simmons, graduate student in Industrial/Organizational Psychology
Lynette Tuttle, graduate student in Industrial/Organizational Psychology
Laurie Vong, graduate student in Clinical Psychology.

M. L. Gilliam, Office of Institutional Research, Oklahoma State University, Stillwater, served as co-director of the project and provided the final crucial link in the effort. This study used his model for both collecting and analyzing the data.

Finally, very special thanks go to those 261 state college or university presidents/chancellors--AASCU members--who participated in the study.

Richard D. Howe, Director
CUPA Faculty Salary Surveys
Appalachian State University
Boone, North Carolina 28608
(704) 262-2124

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on personnel issues.

In 1974, the CUPA Board of Directors proposed establishing a survey of faculty compensation (page 1, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire, along with rationale, instructions, and definitions. They sent the questionnaire to colleagues in 13 diverse CUPA colleges and universities who critiqued it. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the critique process were submitted by the Council to the CUPA Board of Directors for approval. Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Two hundred five (205) institutions participated in the 1981-82 national pilot. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83, 215 participated in 1983-84, 268 participated in 1984-85, 262 participated in 1985-86, and 261 participated in 1986-87. In all, over the period of six years (1981-82 through 1986-87), 360 AASCU-member institutions have participated in the AASCU/CUPA national faculty salary surveys by discipline and rank at least once.

This 1986-87 survey is a further step in the long-term plan to collect as complete information about faculty salaries as is possible. Sustaining collection of data on the same number of disciplines and institutions over a number of years will eventually establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1986-87), the survey is conducted every fall semester and includes most of the 50 two-digit program areas in A Classification of Instructional Programs and many of the four- and six-digit areas. The results will be released at the beginning of each new year so that more current data can be effectively used by line administrators in a timely fashion.

For the third straight year (1984-85 through 1986-87), information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" can be subsequently effectuated for requesting institutions at a nominal fee.

Also, for the third straight year, we are listing in APPENDIX C the names of all the participating institutions for each of the six years of the survey. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

The reader's comments, suggestions, and questions are appreciated at any time.

The Need

Current data on faculty compensation are presently being collected each year by the National Center for Education Statistics. These data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey effort attempts to address these needs by collecting data on 46 disciplines and comparing faculty ranks and average, low, and high salaries across these disciplines. The disciplines selected for this survey are those, it is hoped, that are most likely to be taught in the 261 state college and university members of AASCU which participated in the survey.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities to be rendered. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics of geographical location, enrollment, budget and FTE of students, an institution can request special studies comparing itself with a group of peers--10 or more institutions--using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special study data are aggregate data of 10 or more institutions and with three or more data elements in each cell.

For the third straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a

higher PR--e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

For the first time this year, those 67 institutions which have participated in each of the six years of the survey (1981-82 through 1986-87), may request salary trend studies by selected discipline(s) and/or by all disciplines in the study(ies) comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Finally, those 167 institutions which participated in the 1983-84 and 1986-87 surveys may request salary-trend studies by selected discipline and/or by all disciplines in the surveys comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more. Of course, other institutions which have participated in at least one of the six surveys may have their data compared with the trend data in any configuration they recommend of 10 or more institutions. (Please know, again, that only cells with three or more data elements are used.) Institutions which have not participated in any of the six studies may still request salary data of 10 or more institutions which have participated in any one or more of the six surveys.

SURVEY RESULTS

Methodology

This AASCU/CUPA 1986-87 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities collected and tabulated full-time salary data for faculty in 46 selected disciplines. These were chosen from among the disciplines defined by the Higher Education General Information Survey (HEGIS) Taxonomy or by A Classification of Instructional Programs (CIP), 1981. Please see APPENDIX A for the list of disciplines/major fields used. The salaries of the 63,490 faculty members are found in APPENDIX B--The Data Tables. The list of 261 AASCU colleges and universities which participated in the annual public salary survey this year, 1986-87, is found in APPENDIX C. Also listed in APPENDIX C. are lists of those AASCU colleges and universities which have participated in the annual public salary survey each year to date beginning with the "pilot" year of 1981-82.

Analysis of Data

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY--based on a nine- or ten-month academic year salary of full-time faculty only--does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY--based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY--The highest salary for any full-time individual of the defined group fo. which the information is reported.

LOW SALARY--the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT--the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .36 for associate professor means that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR--for a given rank of a given discipline/major field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.21 for assistant professors of accounting is 21 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

NUM--the number of faculty members whose salaries were included to compute the average salary.

N/IS--the number of institutions that have reported salary data for a given academic rank and discipline/major field.

PARTICIPATING INSTITUTIONS--the number of institutions responding to the survey questionnaire.

NEW ASST PROF--the grouping of assistant professors who were hired for the first time in the Fall of 1986. All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS ECONOMICS AND COMMUNICATIONS.

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 0517

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	42548	327	112	34503	322	119	29601	301	104	28807	52	39	23748	72	51	34875	1022	135
HIGH SALARY	75000			48403			41000			41000			35296			75000		
LOW SALARY	30000			12487			19636			19636			12180			12180		
FAC MIX PCT	0.32			0.32			0.28			0.05			0.07			1.00		
SALARY FACTOR	1.05			1.05			1.09			1.10			1.10			1.06		
#1 AVERAGE SALARY	41903	225		34391	220		29825	198		28574	31		23391	56		34634	699	
HIGH SALARY	75000			45600			39700			38500			35000			75000		
LOW SALARY	30000			12487			19636			19636			12180			12180		
FAC MIX PCT	0.32			0.31			0.28			0.04			0.08			1.00		
SALARY FACTOR	1.03			1.05			1.10			1.09			1.09			1.05		
#2 AVERAGE SALARY	43973	102		34744	102		29169	103		29150	21		24998	16		35397	323	
HIGH SALARY	63820			48403			41000			41000			35296			63820		
LOW SALARY	33740			25044			20000			23646			18495			18495		
FAC MIX PCT	0.32			0.32			0.32			0.07			0.09			1.00		
SALARY FACTOR	1.08			1.06			1.07			1.11			1.16			1.07		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 0600

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	39845	341	117	31608	402	136	25818	482	145	25322	76	52	20838	230	95	29917	1455	169
HIGH SALARY	65020			49074			36841			35000			31449			65020		
LOW SALARY	26241			14434			16140			19000			13500			13500		
FAC MIX PCT	0.23			0.28			0.33			0.05			0.16			1.00		
SALARY FACTOR	0.98			0.96			0.98			0.97			0.97			0.91		
#1 AVERAGE SALARY	38313	186		31042	261		25361	323		25047	54		21056	158		28821	928	
HIGH SALARY	65020			49017			36841			32604			31449			65020		
LOW SALARY	27400			14434			16140			19000			15870			14434		
FAC MIX PCT	0.20			0.28			0.35			0.06			0.17			1.00		
SALARY FACTOR	0.94			0.94			0.93			0.96			0.98			0.87		
#2 AVERAGE SALARY	41683	155		32656	141		26746	159		25998	22		20358	72		31847	527	
HIGH SALARY	53381			49074			35191			35000			28134			53381		
LOW SALARY	26241			21781			19650			20000			13500			13500		
FAC MIX PCT	0.29			0.27			0.30			0.04			0.14			1.00		
SALARY FACTOR	1.03			0.98			0.98			0.99			0.95			0.97		

1. Size of the Sample. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were somewhat lower for BUSINESS ECONOMICS (BE) as compared to COMMUNICATIONS (C):

	NUM	N/IS
BE	1022	135
C	1455	169

2. Average Salary. The average salary for every rank in BUSINESS ECONOMICS is higher than that in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	42529	34503	29601	28807	23748	34875
C	39845	31608	25818	25322	20838	29917

3. High and Low Salaries. The "high salaries" for BUSINESS ECONOMICS are all higher than for COMMUNICATIONS except at ASSOC PROF, and the "low salaries" are also higher for BUSINESS ECONOMICS except for ASSOC PROF and INSTRUCTOR.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	75000	48403	41000	41000	35296	75000
C	65020	49074	36841	35000	31449	65020

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	30000	12487	19636	19636	12180	12180
C	26241	14434	16140	19000	13500	13500

4. Faculty Mix Percentage. The two disciplines are rather dissimilar when compared on the basis of faculty mix percentage, which refers to the percentage of faculty in a given discipline who hold a given rank. For example, in BUSINESS ECONOMICS 32 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 23 percent of the faculty hold the rank of PROFESSOR. The comparisons for all ranks between the two major fields are as follows (note that NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.32	.32	.29	.05	.07	1.00
C	.23	.28	.33	.05	.16	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "new" major field and an "old" one and also how these differences compare with the overall average of all major fields in the study. The comparisons for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are

noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.06	.22	.51	.04	.21	1.00
PR	.43	.35	.21	.04	.01	1.00
AMF	.34	.30	.27	.04	.09	1.00

5. Salary Factor. This variable permits comparisons between the average salary of a faculty member in a given rank and the average salary of all faculty members in that rank in all reporting institutions. A constant number--100 percent--represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in BUSINESS ECONOMICS the average salary of INSTRUCTOR is 10 percent above the average salary of all INSTRUCTORS from the reporting institutions and is 13 percent above the average salary of INSTRUCTORS in COMMUNICATIONS. The data also show that for every rank the average salary for BUSINESS ECONOMICS faculty is higher than the average salary for COMMUNICATIONS faculty:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.05	1.05	1.09	1.10	1.10	1.06
C	0.98	0.96	0.95	0.97	0.97	0.91

6. Comparisons Between Non-Collective Bargaining Institutions and Collective Bargaining Institutions. In the two major fields of BUSINESS ECONOMICS and COMMUNICATIONS, the user should note below (page 16), the size of the sample, average salary, high and low salaries, faculty mix percentage and salary factor between GROUP #1 (Non-Collective Bargaining Institutions), and GROUP #2 (Collective Bargaining Institutions). For both BUSINESS ECONOMICS and COMMUNICATIONS the salary factor for collective bargaining faculty is higher than for non-collective bargaining faculty: 2 percent more for collective bargaining BUSINESS ECONOMICS faculty, and 10 percent more for collective bargaining COMMUNICATIONS faculty.

In all 46 major fields in the survey except for Agribusiness/Agricultural Production, collective bargaining faculty have a higher salary factor than for non-collective bargaining faculty. Eighty-four (84) of the 261 participating institutions (32%) have some type of collective bargaining contract with their faculties. The overall salary factor is 13 percent higher for collective bargaining institutions than for non-collective bargaining institutions in the survey. Please see APPENDIX C.

APPENDIX A

LIST OF SELECTED DISCIPLINES*

PAGE

DISCIPLINE: AGRICULTURE & NATURAL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODUCTION--01. (0100) 12

DISCIPLINE: ARCHITECTURE & ENVIRONMENTAL DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN--04. (0200) 12

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MAJOR FIELD: AREA AND ETHNIC STUDIES--05. (0300) 13

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MAJOR FIELD: COMPUTER & INFORMATION SCIENCES--11. (0700) 17

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*The numbers after the selected major fields are "crosswalks" between the CIP classification (A Classification of Instructional Programs, National Center for Education Statistics, 1981) and the HEGIS Taxonomy. The numbers immediately after each dash are those of the CIP classification and those in parentheses are of the HEGIS Taxonomy. Both sets of numbers refer to the same discipline or major field, of course.

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MAJOR FIELD: ENGINEERING--14. (0900) 22

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MAJOR FIELD: VISUAL AND PERFORMING ARTS--50. (1000) 23

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MAJOR FIELD: FINE ARTS--50.07 (1002) 23

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MAJOR FIELD: MUSIC--50.09 (1005) 24

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS--50.05 (1007) 24

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MAJOR FIELD: FOREIGN LANGUAGES--16. (1100) 25

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MAJOR FIELD: GEOLOGICAL SCIENCES--40.0601 (1914) 30

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MAJOR FIELD: PSYCHOLOGY--42. (2000) 31

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES--45. (2200) 31

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MAJOR FIELD: ANTHROPOLOGY--45.02 (2202) 32

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY--45.08 (2205) 32

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MAJOR FIELD: GEOGRAPHY--45.07 (2206) 33

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MAJOR FIELD: POLITICAL SCIENCE--45.10 (2207) 33

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY--45.11 (2208) 34

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES--30. (4900) 34

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APPENDIX B

THE DATA TABLES

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRIBUSINESS AND AGRICULTURAL PRODU 0100

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	36738	116	32	30178	89	35	26964	90	38	25176	7	7	20781	18	13	31144	313	48
HIGH SALARY	58043			37449			55850			27750			30800			58043		
LOW SALARY	27104			22401			21113			21500			15000			15000		
FAC MIX PCT	0.37			0.28			0.29			0.02			0.06			1.00		
SALARY FACTOR	0.90			0.92			0.99			0.96			0.97			0.94		
#1 AVERAGE SALARY	36760	112		30067	82		27122	85		25176	7		20821	17		31222	296	
HIGH SALARY	58043			37449			55850			27750			30800			58043		
LOW SALARY	27104			22401			21500			21500			15000			15000		
FAC MIX PCT	0.38			0.28			0.29			0.02			0.06			1.00		
SALARY FACTOR	0.91			0.92			1.00			0.96			0.97			0.95		
#2 AVERAGE SALARY	36101	4		31475	7		24275	5					20090	1		29776	17	
HIGH SALARY	42975			35654			27531						20090			42975		
LOW SALARY	29241			29673			21113						20090			20090		
FAC MIX PCT	0.24			0.41			0.29						0.06			1.00		
SALARY FACTOR	0.89			0.96			0.89						0.93			0.90		

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN 0200

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	38676	64	13	33004	47	12	26800	57	13	25684	6	4	20483	8	4	32488	176	17
HIGH SALARY	65456			44700			41054			27600			28000			65456		
LOW SALARY	26100			21700			18060			21000			16224			16224		
FAC MIX PCT	0.36			0.27			0.32			0.03			0.05			1.00		
SALARY FACTOR	0.95			1.00			0.99			0.98			0.95			0.99		
#1 AVERAGE SALARY	37372	50		32638	27		26476	46		25820	5		20483	8		31538	131	
HIGH SALARY	50715			44700			41054			27600			28000			50715		
LOW SALARY	26100			21700			18060			21000			16224			16224		
FAC MIX PCT	0.38			0.21			0.35			0.04			0.06			1.00		
SALARY FACTOR	0.92			0.99			0.97			0.98			0.95			0.96		
#2 AVERAGE SALARY	43333	14		33498	20		28152	11		25000	1					35251	45	
HIGH SALARY	65456			39360			29706			25000						65456		
LOW SALARY	37306			28640			25000			25000						25000		
FAC MIX PCT	0.31			0.44			0.24			0.02						1.00		
SALARY FACTOR	1.07			1.02			1.04			0.95						1.07		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVEBARGAINING

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA AND ETHNIC STUDIES 0300

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	43717	35	15	35781	56	18	28776	48	18	25090	3	3	24444	11	8	34559	150	26
HIGH SALARY	58167			48403			40505			31044			35296			58167		
LOW SALARY	29521			27889			18238			22000			17840			17840		
FAC MIX PCT	0.23			0.37			0.32			0.02			0.07			1.00		
SALARY FACTOR	1.08			1.09			1.06			0.96			1.14			1.05		
#1 AVERAGE SALARY	44531	5		36195	15		25229	12		22000	1		20167	3		32252	35	
HIGH SALARY	53792			44898			34851			22000			23000			53792		
LOW SALARY	39350			29309			18238			22000			18000			18000		
FAC MIX PCT	0.14			0.43			0.34			0.03			0.09			1.00		
SALARY FACTOR	1.10			1.10			0.93			0.84			0.94			0.98		
#2 AVERAGE SALARY	43582	30		35630	41		29958	36		26635	2		26048	8		35262	115	
HIGH SALARY	58167			48403			40505			31044			35296			58167		
LOW SALARY	29521			27889			20837			22225			17840			17840		
FAC MIX PCT	0.26			0.36			0.31			0.02			0.07			1.00		
SALARY FACTOR	1.07			1.08			1.10			1.02			1.21			1.07		

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: LIFE SCIENCES 0400

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	39704	1407	219	31860	875	199	26233	555	177	25045	82	64	19932	109	58	34104	2946	228
HIGH SALARY	86860			48403			40505			36000			35296			86860		
LOW SALARY	24435			20421			16140			18000			10450			10450		
FAC MIX PCT	0.48			0.30			0.19			0.03			0.04			1.00		
SALARY FACTOR	0.98			0.97			0.97			0.96			0.93			1.03		
#1 AVERAGE SALARY	37936	841		31028	595		25987	395		25208	46		18869	89		32453	1920	
HIGH SALARY	80000			45833			40098			36000			28032			80000		
LOW SALARY	24435			20421			16140			19500			10450			10450		
FAC MIX PCT	0.44			0.31			0.21			0.02			0.05			1.00		
SALARY FACTOR	0.93			0.94			0.96			0.96			0.88			0.98		
#2 AVERAGE SALARY	42331	566		33627	280		26841	160		24837	36		24660	20		37195	1026	
HIGH SALARY	86860			48403			40505			30800			35296			86860		
LOW SALARY	27357			23547			18000			18000			13815			13815		
FAC MIX PCT	0.55			0.27			0.16			0.04			0.02			1.00		
SALARY FACTOR	1.04			1.02			0.99			0.95			1.15			1.13		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT 0500

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	45372	552	93	37724	564	104	31460	695	109	32280	101	54	23831	272	76	35846	2083	120
HIGH SALARY	100000			61250			47800			44013			50508			100000		
LOW SALARY	24327			22550			13500			13500			10650			10650		
FAC MIX PCT	0.27			0.27			0.33			0.05			0.13			1.00		
SALARY FACTOR	1.12			1.15			1.16			1.23			1.11			1.09		
#1 AVERAGE SALARY	45216	365		37879	345		32123	478		33221	68		23919	188		35918	1376	
HIGH SALARY	77229			61250			47800			44013			50508			77229		
LOW SALARY	28650			22550			13500			13500			10650			10650		
FAC MIX PCT	0.27			0.25			0.35			0.05			0.14			1.00		
SALARY FACTOR	1.11			1.15			1.18			1.27			1.11			1.09		
#2 AVERAGE SALARY	45675	187		37479	219		29999	217		30342	33		23635	84		35706	707	
HIGH SALARY	100000			56047			42700			41000			39296			100000		
LOW SALARY	24327			22989			20000			20800			16150			16150		
FAC MIX PCT	0.26			0.31			0.31			0.05			0.12			1.00		
SALARY FACTOR	1.12			1.14			1.10			1.16			1.10			1.08		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING 0502

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	46023	394	129	38378	438	153	32969	550	164	34295	63	50	23606	239	93	36223	1621	180
HIGH SALARY	77684			61250			50544			44000			41034			77684		
LOW SALARY	25968			21504			17820			20250			12900			12900		
FAC MIX PCT	0.24			0.27			0.34			0.04			0.15			1.00		
SALARY FACTOR	1.13			1.17			1.21			1.31			1.10			1.10		
#1 AVERAGE SALARY	45591	246		38091	302		33392	379		34875	46		23678	191		35686	1118	
HIGH SALARY	77684			61250			50544			44000			39561			77684		
LOW SALARY	25968			21504			17820			20250			12900			12900		
FAC MIX PCT	0.22			0.27			0.34			0.04			0.17			1.00		
SALARY FACTOR	1.12			1.16			1.23			1.33			1.10			1.08		
#2 AVERAGE SALARY	46740	148		39014	136		32033	171		32723	17		23319	48		37416	503	
HIGH SALARY	60752			54763			48575			44000			41034			60752		
LOW SALARY	33920			25489			21221			24379			16000			16000		
FAC MIX PCT	0.29			0.27			0.34			0.03			0.10			1.00		
SALARY FACTOR	1.15			1.19			1.18			1.25			1.08			1.13		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ADMINISTRATION AND MANAGEM 0506

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	43937	637	149	36570	702	158	31560	750	160	32524	137	82	22250	285	103	35245	2374	175
HIGH SALARY	70000			55009			47933			43000			36900			70000		
LOW SALARY	20205			20169			17820			20448			13272			13272		
FAC MIX PCT	0.27			0.30			0.32			0.06			0.12			1.00		
SALARY FACTOR	1.08			1.11			1.16			1.24			1.03			1.07		
#1 AVERAGE SALARY	42275	404		36119	472		31280	535		32204	102		21946	231		34062	1642	
HIGH SALARY	70000			50000			47933			43000			36900			70000		
LOW SALARY	20205			20169			17820			20448			13272			13272		
FAC MIX PCT	0.25			0.29			0.33			0.06			0.14			1.00		
SALARY FACTOR	1.04			1.10			1.15			1.23			1.02			1.03		
#2 AVERAGE SALARY	46820	233		37497	230		32258	215		33455	35		23553	54		37897	732	
HIGH SALARY	61428			55009			45535			41000			36720			61428		
LOW SALARY	31527			25237			21221			23000			15468			15468		
FAC MIX PCT	0.32			0.31			0.29			0.05			0.07			1.00		
SALARY FACTOR	1.15			1.14			1.19			1.28			1.09			1.15		

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL AND RELATED PROGRAMS 0514

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	37574	96	42	31927	110	60	25342	151	70	23402	9	4	20409	68	36	29020	425	87
HIGH SALARY	53112			48528			36197			35000			31803			53112		
LOW SALARY	23000			19560			16320			17100			14172			14172		
FAC MIX PCT	0.23			0.26			0.36			0.02			0.16			1.00		
SALARY FACTOR	0.93			0.97			0.93			0.89			0.95			0.88		
#1 AVERAGE SALARY	37309	85		31591	93		25111	137		21500	7		20365	56		28813	371	
HIGH SALARY	53112			48528			36197			35000			31803			53112		
LOW SALARY	23000			19560			16320			17100			14172			14172		
FAC MIX PCT	0.23			0.25			0.37			0.02			0.15			1.00		
SALARY FACTOR	0.92			0.96			0.92			0.82			0.95			0.87		
#2 AVERAGE SALARY	39623	11		33766	17		27603	14		30061	2		20613	12		30438	54	
HIGH SALARY	47975			42826			32249			30765			23706			47975		
LOW SALARY	34232			27146			24426			29356			15201			15201		
FAC MIX PCT	0.20			0.31			0.26			0.04			0.22			1.00		
SALARY FACTOR	0.98			1.03			1.02			1.15			0.96			0.92		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS 0517

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	42549	327	112	34503	322	119	29601	301	104	28807	52	39	23748	72	51	34875	1022	135
	HIGH SALARY	75000			48403			41000			41000			35296			75000		
	LOW SALARY	30000			12487			19636			19636			12180			12180		
	FAC MIX PCT	0.32			0.32			0.29			0.05			0.07			1.00		
	SALARY FACTOR	1.05			1.05			1.09			1.10			1.10			1.06		
#1	AVERAGE SALARY	41903	225		34391	220		29825	198		28574	31		23391	56		34634	699	
	HIGH SALARY	75000			45600			39700			38500			35000			75000		
	LOW SALARY	30000			12487			19636			19636			12180			12180		
	FAC MIX PCT	0.32			0.31			0.28			0.04			0.08			1.00		
	SALARY FACTOR	1.03			1.05			1.10			1.09			1.09			1.05		
#2	AVERAGE SALARY	43973	102		34744	102		29169	103		29150	21		24998	16		35397	323	
	HIGH SALARY	63820			48403			41000			41000			35296			63820		
	LOW SALARY	33740			25044			20000			23646			18495			18495		
	FAC MIX PCT	0.32			0.32			0.32			0.07			0.05			1.00		
	SALARY FACTOR	1.08			1.06			1.07			1.11			1.16			1.07		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 0600

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	39845	341	117	31608	402	136	25818	482	145	25322	76	52	20838	230	95	29917	1455	169
	HIGH SALARY	65020			49074			36841			35000			31449			65020		
	LOW SALARY	26241			14434			16140			19000			13500			13500		
	FAC MIX PCT	0.23			0.28			0.33			0.05			0.16			1.00		
	SALARY FACTOR	0.98			0.96			0.95			0.97			0.97			0.91		
#1	AVERAGE SALARY	38313	186		31042	261		25361	323		25047	54		21056	158		28821	928	
	HIGH SALARY	65020			45017			36841			32604			31449			65020		
	LOW SALARY	27400			14434			16140			19000			15870			14434		
	FAC MIX PCT	0.20			0.28			0.35			0.06			0.17			1.00		
	SALARY FACTOR	0.94			0.94			0.93			0.96			0.98			0.87		
#2	AVERAGE SALARY	41683	155		32656	141		26746	159		25998	22		20358	72		31847	527	
	HIGH SALARY	53381			49074			35191			35000			28134			53381		
	LOW SALARY	26241			21781			19650			20000			13500			13500		
	FAC MIX PCT	0.29			0.27			0.30			0.04			0.14			1.00		
	SALARY FACTOR	1.03			0.99			0.98			0.99			0.95			0.97		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION TECHNOLOGIES 0605

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	39247	44	12	32244	37	13	25824	38	14	23592	5	4	22885	12	5	31876	131	19
HIGH SALARY	58167			48403			35430			24211			35296			58167		
LOW SALARY	27456			21504			17100			21750			15324			15324		
FAC MIX PCT	0.34			0.28			0.29			0.04			0.09			1.00		
SALARY FACTOR	0.97			0.98			0.95			0.90			1.06			0.97		
#1 AVERAGE SALARY	33343	22		27431	21		23024	18		23320	3		17826	4		27620	65	
HIGH SALARY	39572			31108			31640			24211			20004			39572		
LOW SALARY	27456			21504			17100			21750			15324			15324		
FAC MIX PCT	0.34			0.32			0.28			0.05			0.06			1.00		
SALARY FACTOR	0.82			0.83			0.85			0.89			0.83			0.84		
#2 AVERAGE SALARY	45151	22		38560	16		28344	20		24000	2		25415	8		36067	66	
HIGH SALARY	58167			48403			35430			24000			35296			58167		
LOW SALARY	38448			26019			24000			24000			17893			17893		
FAC MIX PCT	0.33			0.24			0.30			0.03			0.12			1.00		
SALARY FACTOR	1.11			1.17			1.04			0.92			1.18			1.09		

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE 0700

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	44885	299	125	37104	446	166	31615	519	156	32326	73	51	23425	266	110	34384	1530	191
HIGH SALARY	72200			55600			45000			45000			38633			72200		
LOW SALARY	22531			21504			18060			18360			13200			13200		
FAC MIX PCT	0.20			0.29			0.34			0.05			0.17			1.00		
SALARY FACTOR	1.11			1.13			1.16			1.23			1.09			1.04		
#1 AVERAGE SALARY	43799	176		36784	295		32108	341		33226	45		23521	192		33889	1004	
HIGH SALARY	72200			55600			45000			45000			38633			72200		
LOW SALARY	22531			21504			18060			18360			13200			13200		
FAC MIX PCT	0.18			0.29			0.34			0.04			0.19			1.00		
SALARY FACTOR	1.08			1.12			1.18			1.27			1.09			1.03		
#2 AVERAGE SALARY	46439	123		37729	151		30670	178		30879	28		23178	74		35329	526	
HIGH SALARY	62199			48403			42796			41939			35000			62199		
LOW SALARY	31928			26065			20582			24201			18000			18000		
FAC MIX PCT	0.23			0.29			0.34			0.05			0.14			1.00		
SALARY FACTOR	1.14			1.15			1.13			1.18			1.08			1.07		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION 0800

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	40183	1218	135	32821	1052	140	26480	696	126	25286	99	51	21405	180	65	33615	3146	145
	HIGH SALARY	68081			51700			42000			37003			38880			68081		
	LOW SALARY	18770			19928			15795			16432			9900			9900		
	FAC MIX PCT	0.39			0.33			0.22			0.03			0.06			1.00		
	SALARY FACTOR	0.99			1.00			0.97			0.96			0.99			1.02		
#1	AVERAGE SALARY	38311	720		31813	630		25654	448		24922	70		20898	139		32020	1937	
	HIGH SALARY	68081			51700			42000			33500			38880			68081		
	LOW SALARY	18770			21504			15795			16432			9900			9900		
	FAC MIX PCT	0.37			0.33			0.23			0.04			0.07			1.00		
	SALARY FACTOR	0.94			0.97			0.94			0.95			0.97			0.97		
#2	AVERAGE SALARY	42890	498		34326	422		27973	248		26165	29		23125	41		36170	1209	
	HIGH SALARY	58167			49636			40505			37003			35296			58167		
	LOW SALARY	29092			19928			19673			19950			14727			14727		
	FAC MIX PCT	0.41			0.35			0.21			0.02			0.03			1.00		
	SALARY FACTOR	1.06			1.04			1.03			1.00			1.07			1.10		

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION, GENERAL PROGRAMS 0801

GROUP		PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL	AVERAGE SALARY	38562	583	92	31498	374	92	26043	342	90	24355	61	43	20479	81	38	32483	1380	102
	HIGH SALARY	60000			51700			40000			32011			29362			60000		
	LOW SALARY	18770			19767			17100			17100			15029			15029		
	FAC MIX PCT	0.42			0.27			0.25			0.04			0.06			1.00		
	SALARY FACTOR	0.95			0.96			0.96			0.93			0.95			0.98		
#1	AVERAGE SALARY	37356	363		30955	257		26108	241		24394	40		20683	56		31587	917	
	HIGH SALARY	60000			51700			40000			32011			27965			60000		
	LOW SALARY	18770			19767			17100			17100			15776			15776		
	FAC MIX PCT	0.40			0.28			0.26			0.04			0.06			1.00		
	SALARY FACTOR	0.92			0.94			0.96			0.93			0.96			0.96		
#2	AVERAGE SALARY	40553	220		32690	117		25890	101		24282	21		20021	25		34258	463	
	HIGH SALARY	53472			40612			34776			27000			29362			53472		
	LOW SALARY	27112			24081			19384			20905			15029			15029		
	FAC MIX PCT	0.48			0.25			0.22			0.05			0.05			1.00		
	SALARY FACTOR	1.00			0.99			0.95			0.93			0.93			1.04		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION ADMINISTRATION 0805

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	40297	259	64	32948	121	53	27086	53	31	25915	13	11	20647	9	6	36301	442	70
HIGH SALARY	69388			42000			36126			30450			26298			69388		
LOW SALARY	17414			22284			20606			22000			15324			15324		
FAC MIX PCT	0.59			0.27			0.12			0.03			0.02			1.00		
SALARY FACTOR	0.99			1.00			1.00			0.99			0.96			1.10		
#1 AVERAGE SALARY	39569	186		32522	85		26723	36		25872	11		20978	8		35727	315	
HIGH SALARY	61997			41857			36126			30450			26298			61997		
LOW SALARY	17414			22284			20606			22000			15324			15324		
FAC MIX PCT	0.59			0.27			0.11			0.03			0.03			1.00		
SALARY FACTOR	0.97			0.99			0.98			0.99			0.97			1.08		
#2 AVERAGE SALARY	42153	73		33952	36		27855	17		26150	2		18000	1		37724	127	
HIGH SALARY	69388			42000			32373			28800			18000			69388		
LOW SALARY	29970			24710			21524			23500			18000			18000		
FAC MIX PCT	0.57			0.28			0.13			0.02			0.01			1.00		
SALARY FACTOR	1.04			1.03			1.03			1.00			0.84			1.14		

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION 0808

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	38684	245	79	31335	236	92	25707	207	82	24391	22	17	20438	57	30	31354	745	106
HIGH SALARY	58584			42840			35779			29000			31918			58584		
LOW SALARY	24744			21000			18060			21750			16000			16000		
FAC MIX PCT	0.33			0.32			0.28			0.03			0.08			1.00		
SALARY FACTOR	0.95			0.95			0.95			0.93			0.95			0.95		
#1 AVERAGE SALARY	37910	118		30373	129		25290	115		24704	11		20531	42		30104	404	
HIGH SALARY	54577			42368			33372			29000			31918			54577		
LOW SALARY	24744			21000			18060			21750			16224			16224		
FAC MIX PCT	0.29			0.32			0.28			0.03			0.10			1.00		
SALARY FACTOR	0.93			0.92			0.93			0.94			0.95			0.91		
#2 AVERAGE SALARY	39404	127		32493	107		26229	92		24079	11		20178	15		32835	341	
HIGH SALARY	58584			42840			35779			28015			26975			58584		
LOW SALARY	28125			23774			20838			21951			16000			16000		
FAC MIX PCT	0.37			0.31			0.27			0.03			0.04			1.00		
SALARY FACTOR	0.97			0.99			0.97			0.92			0.94			1.00		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT COUNSELING AND PERSONNEL SE 0826

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	40283	209	66	33075	111	51	25875	100	49	24006	21	15	23305	16	9	34520	436	72
HIGH SALARY	58167			48403			40505			29000			35296			58167		
LOW SALARY	24613			24419			19168			20500			11919			11919		
FAC MIX PCT	0.48			0.25			0.23			0.05			0.04			1.00		
SALARY FACTOR	0.99			1.01			0.95			0.92			1.08			1.05		
#1 AVERAGE SALARY	38240	104		32490	62		25151	52		24200	10		18923	9		32904	227	
HIGH SALARY	57010			45588			40340			29000			23008			57010		
LOW SALARY	24613			24419			20500			20500			11919			11919		
FAC MIX PCT	0.46			0.27			0.23			0.04			0.04			1.00		
SALARY FACTOR	0.94			0.99			0.93			0.92			0.88			1.00		
#2 AVERAGE SALARY	42307	105		33817	49		26659	48		23829	11		28938	7		36274	209	
HIGH SALARY	58167			48403			40505			26000			35296			58167		
LOW SALARY	28179			24714			19168			21555			20362			19168		
FAC MIX PCT	0.50			0.23			0.23			0.05			0.03			1.00		
SALARY FACTOR	1.04			1.03			0.98			0.91			1.34			1.10		

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION 0829

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	39263	265	46	32480	222	46	26878	171	42	23843	32	20	21655	41	21	33046	699	52
HIGH SALARY	56775			47545			41319			28002			30150			56775		
LOW SALARY	18770			23000			18060			20000			15324			15324		
FAC MIX PCT	0.38			0.32			0.24			0.05			0.06			1.00		
SALARY FACTOR	0.97			0.99			0.99			0.91			1.01			1.00		
#1 AVERAGE SALARY	38170	168		31924	157		26665	116		23364	21		21615	35		32088	476	
HIGH SALARY	56775			47545			41319			28000			30150			56775		
LOW SALARY	18770			23000			18060			20000			15324			15324		
FAC MIX PCT	0.35			0.33			0.24			0.04			0.07			1.00		
SALARY FACTOR	0.94			0.97			0.98			0.89			1.00			0.97		
#2 AVERAGE SALARY	41156	97		33824	65		27327	55		24757	11		21889	6		35089	223	
HIGH SALARY	51980			46107			33660			28002			26111			51980		
LOW SALARY	28998			24615			20000			20000			18961			18961		
FAC MIX PCT	0.43			0.29			0.25			0.05			0.03			1.00		
SALARY FACTOR	1.01			1.03			1.01			0.94			1.02			1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIBE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: READING EDUCATION 0830

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	37336	76	26	30098	53	27	26055	48	28	24131	7	7	21282	12	10	31422	189	47
HIGH SALARY	57125			40870			38812			32011			35296			57125		
LOW SALARY	27863			23625			18360			21000			17001			17001		
FAC MIX PCT	0.40			0.28			0.25			0.04			0.06			1.00		
SALARY FACTOR	0.92			0.92			0.96			0.92			0.99			0.95		
#1 AVERAGE SALARY	35869	48		29175	31		24605	31		24584	5		20297	10		29932	120	
HIGH SALARY	57125			33868			32431			32011			22000			57125		
LOW SALARY	27863			25140			18360			21000			17001			17001		
FAC MIX PCT	0.40			0.26			0.26			0.04			0.08			1.00		
SALARY FACTOR	0.88			0.89			0.91			0.94			0.34			0.91		
#2 AVERAGE SALARY	39851	28		31400	22		28699	17		23000	2		26207	2		34013	69	
HIGH SALARY	49604			40870			38812			24000			35296			49604		
LOW SALARY	28481			23625			21037			22000			17118			17118		
FAC MIX PCT	0.41			0.32			0.25			0.03			0.03			1.00		
SALARY FACTOR	0.98			0.96			1.06			0.88			1.22			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION 0835

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	39367	598	175	32374	670	190	27030	811	197	24369	57	44	22546	496	133	30421	2575	218
HIGH SALARY	69393			52500			42449			33000			39049			69393		
LOW SALARY	17318			18900			10000			10000			13497			10000		
FAC MIX PCT	0.23			0.26			0.31			0.02			0.19			1.00		
SALARY FACTOR	0.97			0.99			0.99			0.93			1.05			0.92		
#1 AVERAGE SALARY	37525	372		30802	380		26338	492		24010	32		22664	372		29117	1616	
HIGH SALARY	69393			52500			42449			30000			39049			69393		
LOW SALARY	17318			21204			10000			10000			13197			10000		
FAC MIX PCT	0.23			0.24			0.30			0.02			0.23			1.00		
SALARY FACTOR	0.92			0.94			0.97			0.92			1.05			0.88		
#2 AVERAGE SALARY	42397	226		34435	290		28098	319		24828	25		22193	124		32620	959	
HIGH SALARY	61211			48403			40505			33000			36400			61211		
LOW SALARY	28989			18900			15750			17748			13815			13815		
FAC MIX PCT	0.24			0.30			0.33			0.03			0.13			1.00		
SALARY FACTOR	1.04			1.05			1.03			0.95			1.03			0.99		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: EDUCATION
MAJOR FIELD: VOCATIONAL AND TECHNICAL EDUCATION 0839

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	39420	155	54	31647	153	57	27030	163	55	28248	12	10	21407	86	40	30877	557	70
HIGH SALARY	55891			42038			38334			32000			30663			55891		
LOW SALARY	27243			23960			18000			20800			8800			8800		
FAC MIX PCT	0.28			0.27			0.29			0.02			0.15			1.00		
SALARY FACTOR	0.97			0.96			0.99			1.08			0.99			0.94		
#1 AVERAGE SALARY	36739	72		30409	80		26711	107		28895	4		21780	54		29112	313	
HIGH SALARY	47920			42038			38334			32000			30663			47920		
LOW SALARY	27243			23960			18000			24408			8800			8800		
FAC MIX PCT	0.23			0.26			0.34			0.01			0.17			1.00		
SALARY FACTOR	0.90			0.93			0.98			1.10			1.01			0.88		
#2 AVERAGE SALARY	41745	83		33003	73		27639	56		27925	8		20776	32		33142	244	
HIGH SALARY	55891			40812			37148			28016			25812			55891		
LOW SALARY	28836			25377			20459			20800			16200			16200		
FAC MIX PCT	0.34			0.30			0.23			0.03			0.13			1.00		
SALARY FACTOR	1.03			1.00			1.02			1.07			0.97			1.00		

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 0900

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	45866	699	76	37548	644	80	32467	602	78	32155	82	36	23829	93	38	38273	2038	88
HIGH SALARY	70365			59500			45100			40000			53760			70365		
LOW SALARY	27509			23505			19560			21721			14172			14172		
FAC MIX PCT	0.34			0.32			0.30			0.04			0.05			1.00		
SALARY FACTOR	1.13			1.14			1.20			1.23			1.11			1.16		
#1 AVERAGE SALARY	44222	401		37270	416		31943	404		31888	54		23521	74		36975	1295	
HIGH SALARY	68000			59500			45100			40000			53760			68000		
LOW SALARY	27509			23505			19560			21721			14172			14172		
FAC MIX PCT	0.31			0.32			0.31			0.04			0.06			1.00		
SALARY FACTOR	1.09			1.13			1.18			1.22			1.09			1.12		
#2 AVERAGE SALARY	48077	298		38053	228		33536	198		32669	28		25028	19		40536	743	
HIGH SALARY	70365			51644			44340			39127			35296			70365		
LOW SALARY	30000			25237			20140			22000			17624			17624		
FAC MIX PCT	0.40			0.31			0.27			0.04			0.03			1.00		
SALARY FACTOR	1.18			1.16			1.23			1.25			1.16			1.23		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 1000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	37919	245	62	30260	334	67	24705	259	65	23130	35	19	20966	46	30	30271	884	83
HIGH SALARY	73638			48403			40505			30000			34278			73638		
LOW SALARY	25566			20000			16002			18000			13913			13913		
FAC MIX PCT	0.28			0.38			0.29			0.04			0.05			1.00		
SALARY FACTOR	0.93			0.92			0.91			0.88			0.97			0.92		
#1 AVERAGE SALARY	35954	139		29408	220		24397	173		23345	22		20302	36		28907	568	
HIGH SALARY	67000			46115			38378			30000			26284			67000		
LOW SALARY	26966			20000			16002			18000			13913			13913		
FAC MIX PCT	0.24			0.39			0.30			0.04			0.06			1.00		
SALARY FACTOR	0.89			0.89			0.90			0.89			0.94			0.88		
#2 AVERAGE SALARY	40494	106		31904	114		25324	86		22766	13		23355	10		32724	316	
HIGH SALARY	73638			48403			40505			27821			34278			73638		
LOW SALARY	25566			21874			16500			20000			17384			16500		
FAC MIX PCT	0.34			0.36			0.27			0.04			0.03			1.00		
SALARY FACTOR	1.00			0.97			0.93			0.87			1.09			0.99		

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DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS 1002

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	38516	668	151	30995	618	161	25244	479	149	23489	60	46	21358	62	48	31910	1827	181
HIGH SALARY	68167			48403			38812			31044			35296			68167		
LOW SALARY	21213			13203			14400			14400			14040			13203		
FAC MIX PCT	0.37			0.34			0.26			0.03			0.03			1.00		
SALARY FACTOR	0.95			0.94			0.93			0.90			0.99			0.97		
#1 AVERAGE SALARY	35817	330		29547	386		24654	311		23516	38		20260	46		29659	1073	
HIGH SALARY	57196			41951			35647			30000			26770			57196		
LOW SALARY	21213			13203			16860			16860			14172			13203		
FAC MIX PCT	0.31			0.36			0.29			0.04			0.04			1.00		
SALARY FACTOR	0.88			0.90			0.91			0.90			0.94			0.90		
#2 AVERAGE SALARY	41152	338		33403	232		26336	168		23441	22		24515	16		35113	754	
HIGH SALARY	68167			48403			38812			31044			35296			68167		
LOW SALARY	26560			22653			14400			14400			14040			14040		
FAC MIX PCT	0.45			0.31			0.22			0.03			0.02			1.00		
SALARY FACTOR	1.01			1.02			0.97			0.89			1.14			1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC 1005

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	38831	893	182	30892	864	195	25172	771	181	23418	79	52	21152	231	108	31047	2759	209
HIGH SALARY	67000			48403			40505			29700			35296			67000		
LOW SALARY	25059			20106			17820			18000			10800			10800		
FAC MIX PCT	0.32			0.31			0.28			0.03			0.08			1.00		
SALARY FACTOR	0.96			0.94			0.93			0.89			0.98			0.94		
#1 AVERAGE SALARY	36955	505		30115	554		24947	560		23431	58		21238	177		29552	1796	
HIGH SALARY	67000			45833			38981			29700			30875			67000		
LOW SALARY	25059			21504			17820			19500			14000			14000		
FAC MIX PCT	0.28			0.31			0.31			0.03			0.10			1.00		
SALARY FACTOR	0.91			0.92			0.92			0.89			0.99			0.90		
#2 AVERAGE SALARY	41272	388		32280	310		25770	211		23383	21		20870	54		33837	963	
HIGH SALARY	64938			48403			40505			28321			35296			64938		
LOW SALARY	28260			20106			18000			18000			10800			10800		
FAC MIX PCT	0.40			0.32			0.22			0.02			0.06			1.00		
SALARY FACTOR	1.02			0.98			0.95			0.89			0.97			1.03		

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS 1007

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41077	225	97	31646	204	96	24649	266	113	22459	35	31	20680	63	42	31078	758	133
HIGH SALARY	61023			48403			40505			31044			28296			61023		
LOW SALARY	25566			22284			16200			16200			14678			14678		
FAC MIX PCT	0.30			0.27			0.35			0.05			0.08			1.00		
SALARY FACTOR	1.01			0.96			0.91			0.86			0.96			0.94		
#1 AVERAGE SALARY	38664	109		30042	111		23943	160		22489	19		20527	41		29029	421	
HIGH SALARY	61023			41469			35886			27955			25696			61023		
LOW SALARY	30195			22284			17503			19000			15902			15902		
FAC MIX PCT	0.26			0.26			0.38			0.05			0.10			1.00		
SALARY FACTOR	0.95			0.91			0.88			0.86			0.95			0.88		
#2 AVERAGE SALARY	43346	116		33560	93		25715	106		22422	16		20965	22		33638	337	
HIGH SALARY	58167			48403			40505			31044			28296			58167		
LOW SALARY	25566			23126			16200			16200			14678			14678		
FAC MIX PCT	0.34			0.28			0.31			0.05			0.07			1.00		
SALARY FACTOR	1.07			1.02			0.95			0.86			0.97			1.02		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES 1100

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	40284	580	171	31743	572	172	25280	510	172	23028	68	55	21037	153	66	31754	1815	217
HIGH SALARY	68167			48403			40505			29416			35296			68167		
LOW SALARY	23500			21504			16000			16000			12821			12821		
FAC MIX PCT	0.32			0.32			0.28			0.04			0.08			1.00		
SALARY FACTOR	0.99			0.97			0.93			0.88			0.98			0.96		
#1 AVERAGE SALARY	37446	260		30195	322		24292	317		22859	39		19837	87		29295	986	
HIGH SALARY	57850			46000			33933			28879			28263			57850		
LOW SALARY	23500			21504			16000			16000			13500			13500		
FAC MIX PCT	0.26			0.33			0.32			0.04			0.09			1.00		
SALARY FACTOR	0.92			0.92			0.89			0.87			0.92			0.89		
#2 AVERAGE SALARY	42591	320		33738	250		26904	193		23255	29		22619	66		34678	829	
HIGH SALARY	68167			48403			40505			29416			35296			68167		
LOW SALARY	25845			21531			18881			19510			12821			12821		
FAC MIX PCT	0.39			0.30			0.23			0.03			0.08			1.00		
SALARY FACTOR	1.05			1.03			0.99			0.89			1.05			1.05		

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING 1203

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	41421	158	68	32264	535	137	26587	1246	156	27174	96	63	22081	503	106	27862	2442	159
HIGH SALARY	59644			50000			41106			36000			31272			59644		
LOW SALARY	27069			20359			14000			18042			10000			10000		
FAC MIX PCT	0.06			0.22			0.51			0.04			0.21			1.00		
SALARY FACTOR	1.02			0.98			0.98			1.04			1.03			0.84		
#1 AVERAGE SALARY	38929	85		31794	341		26272	943		27489	73		21847	401		26941	1770	
HIGH SALARY	59644			50000			41106			36000			31272			59644		
LOW SALARY	27069			20359			14000			18042			10000			10000		
FAC MIX PCT	0.05			0.19			0.53			0.04			0.23			1.00		
SALARY FACTOR	0.96			0.97			0.97			1.05			1.02			0.82		
#2 AVERAGE SALARY	44323	73		33089	194		27565	303		26174	23		23001	102		30287	672	
HIGH SALARY	57562			44990			35145			31371			29756			57562		
LOW SALARY	28068			23012			19724			20931			17000			17000		
FAC MIX PCT	0.11			0.29			0.45			0.03			0.15			1.00		
SALARY FACTOR	1.09			1.01			1.01			1.00			1.07			0.92		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: AUDIOLOGY AND SPEECH PATHOLOGY 1220

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	42055	155	60	33182	161	63	26473	169	59	22980	17	13	21916	36	23	32867	521	78
HIGH SALARY	68167			49323			42164			26681			35296			68167		
LOW SALARY	25335			24282			18000			18000			16272			16272		
FAC MIX PCT	0.30			0.31			0.32			0.03			0.07			1.00		
SALARY FACTOR	1.04			1.01			0.97			0.88			1.02			1.00		
#1 AVERAGE SALARY	39663	85		31741	82		25584	100		22330	9		21660	16		31374	283	
HIGH SALARY	61091			44000			37500			25470			26458			61091		
LOW SALARY	30633			24282			18000			18000			16272			16272		
FAC MIX PCT	0.30			0.29			0.35			0.03			0.06			1.00		
SALARY FACTOR	0.98			0.97			0.94			0.85			1.01			0.95		
#2 AVERAGE SALARY	44960	70		34679	79		27763	69		23711	8		22121	20		34642	238	
HIGH SALARY	68167			49323			42164			26681			35296			68167		
LOW SALARY	25335			26353			20585			21000			17100			17100		
FAC MIX PCT	0.29			0.33			0.29			0.03			0.08			1.00		
SALARY FACTOR	1.11			1.06			1.02			0.90			1.03			1.05		

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS 1300

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	39224	138	59	32386	218	75	26283	328	87	24701	36	30	21012	116	51	29414	800	95
HIGH SALARY	70205			50000			43285			31700			27914			70205		
LOW SALARY	24679			21864			17893			20000			15000			15000		
FAC MIX PCT	0.17			0.27			0.41			0.05			0.15			1.00		
SALARY FACTOR	0.97			0.99			0.97			0.94			0.98			0.89		
#1 AVERAGE SALARY	38187	93		32028	149		25802	231		24815	29		21017	96		28649	569	
HIGH SALARY	70205			50000			43285			31700			27914			70205		
LOW SALARY	24679			21864			18060			20000			15000			15000		
FAC MIX PCT	0.16			0.26			0.41			0.05			0.17			1.00		
SALARY FACTOR	0.94			0.97			0.95			0.95			0.98			0.87		
#2 AVERAGE SALARY	41368	45		33159	69		27428	97		24228	7		20988	20		31297	231	
HIGH SALARY	58092			45433			34178			31044			25988			58092		
LOW SALARY	28020			26163			17893			21000			15030			15030		
FAC MIX PCT	0.19			0.30			0.42			0.03			0.09			1.00		
SALARY FACTOR	1.02			1.01			1.01			0.92			0.98			0.95		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS 1500

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	39224	1741	236	31369	1514	240	25151	1344	230	22805	141	84	19358	578	125	31055	5177	246
HIGH SALARY	70872			49000			40505			29700			35296			70872		
LOW SALARY	21504			16860			14000			14000			9000			9000		
FAC MIX PCT	0.34			0.29			0.26			0.03			0.11			1.00		
SALARY FACTOR	0.97			0.95			0.93			0.87			0.90			0.94		
#1 AVERAGE SALARY	37125	1018		29970	950		24581	918		22696	98		18885	454		29163	3340	
HIGH SALARY	67083			49000			36100			29700			28500			67083		
LOW SALARY	21504			16860			14000			14000			9000			9000		
FAC MIX PCT	0.30			0.28			0.27			0.03			0.14			1.00		
SALARY FACTOR	0.91			0.91			0.90			0.87			0.88			0.88		
#2 AVERAGE SALARY	42179	723		33725	564		26380	426		23054	43		21091	124		34496	1837	
HIGH SALARY	70872			48403			40505			29416			35296			70872		
LOW SALARY	27528			20752			16767			18500			11502			11502		
FAC MIX PCT	0.39			0.31			0.23			0.02			0.07			1.00		
SALARY FACTOR	1.04			1.03			0.97			0.88			0.98			1.05		

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY AND RELIGION 1509

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	40228	396	131	31829	322	130	25315	197	94	22786	34	25	19840	12	11	33877	927	170
HIGH SALARY	58167			49888			40505			38850			24000			58167		
LOW SALARY	10000			22109			17000			17000			14018			10000		
FAC MIX PCT	0.43			0.35			0.21			0.04			0.01			1.00		
SALARY FACTOR	0.99			0.97			0.93			0.87			0.92			1.03		
#1 AVERAGE SALARY	37949	189		30705	189		24519	115		22973	22		20006	10		31799	503	
HIGH SALARY	54418			42345			38850			38850			23064			54418		
LOW SALARY	10000			22500			17000			17000			16224			10000		
FAC MIX PCT	0.38			0.38			0.23			0.04			0.02			1.00		
SALARY FACTOR	0.93			0.93			0.90			0.88			0.93			0.96		
#2 AVERAGE SALARY	42309	207		33427	133		26433	82		22441	12		19009	2		36342	424	
HIGH SALARY	58167			49888			40505			26681			24000			58167		
LOW SALARY	25002			22109			18900			18900			14018			14018		
FAC MIX PCT	0.49			0.31			0.19			0.03						1.00		
SALARY FACTOR	1.04			1.02			0.97			0.86			0.88			1.10		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY AND ARCHIVAL SCIENCES 1600

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	39410	54	27	31458	117	43	25448	167	50	23389	12	10	20441	77	23	28030	415	59
HIGH SALARY	54970			48403			40505			31571			28285			54970		
LOW SALARY	21167			21585			15400			17250			13124			13124		
FAC MIX PCT	0.13			0.28			0.40			0.03			0.19			1.00		
SALARY FACTOR	0.97			0.96			0.94			0.89			0.95			0.85		
#1 AVERAGE SALARY	38099	29		30974	72		24095	94		24553	7		20353	58		26800	253	
HIGH SALARY	45044			45193			39624			31571			28285			45193		
LOW SALARY	29208			21585			15400			21120			13124			13124		
FAC MIX PCT	0.11			0.28			0.37			0.03			0.23			1.00		
SALARY FACTOR	0.94			0.94			0.89			0.94			0.95			0.81		
#2 AVERAGE SALARY	40929	25		32233	45		27190	73		21760	5		20709	19		29951	162	
HIGH SALARY	54970			48403			40505			26800			26755			54970		
LOW SALARY	21167			22781			16606			17250			14754			14754		
FAC MIX PCT	0.15			0.28			0.45			0.03			0.12			1.00		
SALARY FACTOR	1.01			0.98			1.00			0.83			0.96			0.91		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 1700

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	41298	1187	226	32386	1091	225	27322	1073	219	26513	157	92	20070	440	148	32486	3791	249
HIGH SALARY	80951			56803			41569			39000			35296			80951		
LOW SALARY	20500			20619			14678			14678			13800			13800		
FAC MIX PCT	0.31			0.29			0.28			0.04			0.12			1.00		
SALARY FACTOR	1.02			1.00			1.01			1.01			0.93			0.99		
#1 AVERAGE SALARY	39661	650		31775	694		26795	765		26520	112		19892	347		30632	2456	
HIGH SALARY	80951			47654			41569			39000			34236			80951		
LOW SALARY	20500			20619			17253			19320			13800			13800		
FAC MIX PCT	0.26			0.28			0.31			0.05			0.14			1.00		
SALARY FACTOR	0.98			0.97			0.99			1.01			0.92			0.93		
#2 AVERAGE SALARY	43279	537		35102	397		28631	308		26497	45		20736	93		35897	1335	
HIGH SALARY	80143			56803			40505			32000			35296			80143		
LOW SALARY	27558			23724			14678			14678			14018			14018		
FAC MIX PCT	0.40			0.30			0.23			0.03			0.07			1.00		
SALARY FACTOR	1.07			1.07			1.05			1.01			0.96			1.09		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE

1900

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	40272	269	55	32196	173	52	26376	151	55	24623	21	17	20584	36	22	33587	629	68
HIGH SALARY	62999			51073			40505			33640			35296			62999		
LOW SALARY	21304			21504			11100			18357			14208			11100		
FAC MIX PCT	0.43			0.28			0.24			0.03			0.06			1.00		
SALARY FACTOR	0.99			0.98			0.97			0.94			0.96			1.02		
#1 AVERAGE SALARY	37849	162		30786	102		25945	105		24576	14		19468	26		31650	395	
HIGH SALARY	54613			51073			34837			28390			26018			54613		
LOW SALARY	21304			21504			11100			22000			14208			11100		
FAC MIX PCT	0.41			0.26			0.27			0.04			0.07			1.00		
SALARY FACTOR	0.93			0.94			0.95			0.94			0.90			0.96		
#2 AVERAGE SALARY	43940	107		34222	71		27359	46		24717	7		23485	10		36857	234	
HIGH SALARY	62999			48403			40505			33640			35296			62999		
LOW SALARY	29013			24759			18357			18357			16190			16190		
FAC MIX PCT	0.46			0.30			0.20			0.03			0.04			1.00		
SALARY FACTOR	1.08			1.04			1.01			0.94			1.09			1.12		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS

1902

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	41556	632	165	33481	338	144	27202	232	116	25677	32	28	21724	38	28	36061	1240	194
HIGH SALARY	70265			49298			40505			33000			29208			70265		
LOW SALARY	24931			21504			15672			20000			16190			15672		
FAC MIX PCT	0.51			0.27			0.19			0.03			0.03			1.00		
SALARY FACTOR	1.02			1.02			1.00			0.98			1.01			1.09		
#1 AVERAGE SALARY	39140	330		32406	222		26767	148		25808	18		21353	25		33938	725	
HIGH SALARY	63710			47650			37962			30999			27999			63710		
LOW SALARY	24931			21504			15672			20000			16224			15672		
FAC MIX PCT	0.46			0.31			0.20			0.02			0.03			1.00		
SALARY FACTOR	0.96			0.99			0.99			0.98			0.99			1.03		
#2 AVERAGE SALARY	44196	302		35538	116		27967	84		25507	14		22438	13		39049	515	
HIGH SALARY	70265			49298			40505			33000			29208			70265		
LOW SALARY	27327			26446			20000			20000			16190			16190		
FAC MIX PCT	0.59			0.23			0.16			0.03			0.03			1.00		
SALARY FACTOR	1.09			1.08			1.03			0.97			1.04			1.18		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL 1905

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	40367	933	194	32346	435	170	25931	351	155	24615	59	51	20278	42	30	35029	1761	216
HIGH SALARY	71958			48403			40505			36000			30089			71958		
LOW SALARY	21502			21428			11100			19999			16224			11100		
FAC MIX PCT	0.53			0.25			0.20			0.03			0.02			1.00		
SALARY FACTOR	0.99			0.98			0.95			0.94			0.94			1.06		
#1 AVERAGE SALARY	38264	526		31356	305		25672	235		24900	41		19875	35		33078	1101	
HIGH SALARY	59866			45016			36194			36000			27500			59866		
LOW SALARY	25968			21428			11100			20000			16224			11100		
FAC MIX PCT	0.48			0.28			0.21			0.04			0.03			1.00		
SALARY FACTOR	0.94			0.95			0.94			0.95			0.92			1.00		
#2 AVERAGE SALARY	43086	407		34670	130		26453	116		23967	18		22292	7		38284	660	
HIGH SALARY	71958			48403			40505			29000			30089			71958		
LOW SALARY	21502			22317			18871			19999			17199			17199		
FAC MIX PCT	0.62			0.20			0.18			0.03			0.01			1.00		
SALARY FACTOR	1.06			1.06			0.97			0.91			1.04			1.16		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGICAL SCIENCES 1914

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	41155	325	111	32972	214	84	27219	155	81	28192	10	10	20965	14	13	35231	708	132
HIGH SALARY	67594			48403			40385			32000			26415			67594		
LOW SALARY	25020			5092			18490			26000			14678			14678		
FAC MIX PCT	0.46			0.30			0.22			0.01			0.02			1.00		
SALARY FACTOR	1.01			1.00			1.00			1.08			0.97			1.07		
#1 AVERAGE SALARY	39541	175		32375	137		27055	106		27838	5		21141	10		33725	428	
HIGH SALARY	67594			43150			40385			28760			25700			67594		
LOW SALARY	25020			25092			18490			27000			18000			18000		
FAC MIX PCT	0.41			0.32			0.25			0.01			0.02			1.00		
SALARY FACTOR	0.97			0.99			1.00			1.06			0.98			1.02		
#2 AVERAGE SALARY	43038	150		34034	77		27572	49		28545	5		20523	4		37534	280	
HIGH SALARY	60574			48403			34409			32000			26415			60574		
LOW SALARY	28867			25857			21302			26000			14678			14678		
FAC MIX PCT	0.54			0.28			0.18			0.02			0.01			1.00		
SALARY FACTOR	1.06			1.04			1.01			1.09			0.95			1.14		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

2000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	40841	1166	212	32771	902	209	25997	597	192	24150	102	71	20719	59	41	34479	2724	234
HIGH SALARY	83697			51652			41565			35000			35296			83697		
LOW SALARY	20646			20565			16000			16000			14000			14000		
FAC MIX PCT	0.43			0.33			0.22			0.04			0.02			1.00		
SALARY FACTOR	1.01			1.00			0.96			0.92			0.96			1.05		
#1 AVERAGE SALARY	38290	616		31203	538		25221	389		24022	64		20440	47		32166	1590	
HIGH SALARY	69100			51652			36873			35000			28300			69100		
LOW SALARY	20646			20565			16000			16000			14000			14000		
FAC MIX PCT	0.39			0.34			0.24			0.04			0.03			1.00		
SALARY FACTOR	0.94			0.95			0.93			0.92			0.95			0.98		
#2 AVERAGE SALARY	43697	550		35090	364		27447	208		24366	38		21812	12		37722	1134	
HIGH SALARY	83697			48403			41565			32000			35296			83697		
LOW SALARY	23857			22063			18131			18131			16000			16000		
FAC MIX PCT	0.49			0.32			0.18			0.03			0.01			1.00		
SALARY FACTOR	1.08			1.07			1.01			0.93			1.01			1.14		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

2200

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	39245	314	74	30884	396	80	25796	273	79	25445	39	24	21252	57	33	31544	1040	95
HIGH SALARY	85000			48403			50505			32000			35296			85000		
LOW SALARY	10000			18552			16692			20500			15048			10000		
FAC MIX PCT	0.30			0.38			0.26			0.04			0.05			1.00		
SALARY FACTOR	0.97			0.94			0.95			0.97			0.99			0.96		
#1 AVERAGE SALARY	37386	206		29965	264		25635	189		25635	23		21576	43		30463	702	
HIGH SALARY	85000			48300			37725			30000			29565			85000		
LOW SALARY	10000			18552			16692			21006			15048			10000		
FAC MIX PCT	0.29			0.38			0.27			0.03			0.06			1.00		
SALARY FACTOR	0.92			0.91			0.94			0.98			1.00			0.92		
#2 AVERAGE SALARY	42792	108		32722	132		26156	84		25171	16		20254	14		33791	338	
HIGH SALARY	58167			48403			50505			32000			35296			58167		
LOW SALARY	29770			23427			20262			20500			15608			15608		
FAC MIX PCT	0.32			0.39			0.25			0.05			0.04			1.00		
SALARY FACTOR	1.05			1.00			0.96			0.96			0.94			1.02		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY 2202

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	41471	216	70	32592	165	75	26071	91	50	22308	7	7	22997	7	5	35217	479	96
HIGH SALARY	58167			53664			40405			25027			35296			58167		
LOW SALARY	28368			23460			17199			17199			15468			15468		
FAC MIX PCT	0.45			0.34			0.19			0.01			0.01			1.00		
SALARY FACTOR	1.02			0.99			0.96			0.85			1.07			1.07		
#1 AVERAGE SALARY	38826	80		30988	73		24727	50		22443	6		21873	4		32329	207	
HIGH SALARY	52384			53664			32754			25027			22926			53664		
LOW SALARY	29031			23460			17199			17199			21072			17199		
FAC MIX PCT	0.39			0.35			0.24			0.03			0.02			1.00		
SALARY FACTOR	0.96			0.94			0.91			0.86			1.02			0.98		
#2 AVERAGE SALARY	43026	136		33866	92		27710	41		21500	1		24497	3		37414	272	
HIGH SALARY	58167			48951			40405			21500			35296			58167		
LOW SALARY	28368			24530			19000			21500			15468			15468		
FAC MIX PCT	0.50			0.34			0.15						0.01			1.00		
SALARY FACTOR	1.06			1.03			1.02			0.82			1.14			1.13		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY 2205

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	39728	1285	211	32047	654	183	25517	327	147	22876	47	37	21096	41	29	35205	2307	225
HIGH SALARY	74300			58167			40505			31000			35296			74300		
LOW SALARY	10000			21504			18000			18500			16000			10000		
FAC MIX PCT	0.56			0.28			0.14			0.02			0.02			1.00		
SALARY FACTOR	0.98			0.98			0.94			0.87			0.98			1.07		
#1 AVERAGE SALARY	38141	740		30743	426		24509	213		22935	32		20131	31		33450	1410	
HIGH SALARY	74300			47650			32500			31000			26655			74300		
LOW SALARY	10000			21504			18000			19000			16224			10000		
FAC MIX PCT	0.52			0.30			0.15			0.02			0.02			1.00		
SALARY FACTOR	0.94			0.94			0.90			0.87			0.94			1.01		
#2 AVERAGE SALARY	41883	545		34484	228		27401	114		22750	15		24090	10		37963	897	
HIGH SALARY	71958			58167			40505			27024			35296			71958		
LOW SALARY	28144			22526			18060			18500			16000			16000		
FAC MIX PCT	0.61			0.25			0.13			0.02			0.01			1.00		
SALARY FACTOR	1.03			1.05			1.01			0.87			1.12			1.15		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY 2206

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	40499	277	94	31419	210	97	26183	155	77	25055	19	15	21166	15	12	33778	657	122
HIGH SALARY	60816			42031			36184			31500			26140			60816		
LOW SALARY	22844			19563			13768			20000			17500			13768		
FAC MIX PCT	0.42			0.32			0.24			0.03			0.02			1.00		
SALARY FACTOR	1.00			0.96			0.96			0.96			0.98			1.02		
#1 AVERAGE SALARY	38437	132		30975	131		25308	85		25000	10		21083	13		32013	361	
HIGH SALARY	60816			38914			31721			31500			26140			60816		
LOW SALARY	22844			19563			13768			20000			17500			13768		
FAC MIX PCT	0.37			0.36			0.24			0.03			0.04			1.00		
SALARY FACTOR	0.95			0.94			0.93			0.95			0.98			0.97		
#2 AVERAGE SALARY	42377	145		32156	79		27247	70		25116	9		21706	2		35931	296	
HIGH SALARY	60807			42031			36184			30000			22192			60807		
LOW SALARY	30440			23717			20262			22014			21219			20262		
FAC MIX PCT	0.49			0.27			0.24			0.03			0.01			1.00		
SALARY FACTOR	1.04			0.98			1.00			0.96			1.01			1.09		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE 2207

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	40749	588	173	32185	471	164	25473	303	139	23098	35	27	21491	53	38	33906	1415	204
HIGH SALARY	68167			48403			35400			31371			30500			68167		
LOW SALARY	24892			21864			18000			18000			15500			15500		
FAC MIX PCT	0.42			0.33			0.21			0.02			0.04			1.00		
SALARY FACTOR	1.00			0.98			0.94			0.88			1.00			1.03		
#1 AVERAGE SALARY	38081	336		31554	309		25292	229		22771	29		21365	44		31892	918	
HIGH SALARY	64116			46200			35400			27000			30500			64116		
LOW SALARY	24892			21864			18000			18000			15500			15500		
FAC MIX PCT	0.37			0.34			0.25			0.03			0.05			1.00		
SALARY FACTOR	0.94			0.96			0.93			0.87			0.99			0.97		
#2 AVERAGE SALARY	44307	252		33388	162		26034	74		24676	6		22108	9		37625	497	
HIGH SALARY	68167			48403			33741			31371			27024			68167		
LOW SALARY	28323			22241			19516			20000			19425			19425		
FAC MIX PCT	0.51			0.33			0.15			0.01			0.02			1.00		
SALARY FACTOR	1.09			1.02			0.96			0.94			1.03			1.14		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY 2208

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	40245	565	163	32482	594	174	25934	440	163	22984	64	52	21076	44	37	33092	1643	206
HIGH SALARY	68100			52641			40505			29000			35296			68100		
LOW SALARY	25968			21864			17000			17000			12501			12501		
FAC MIX PCT	0.34			0.36			0.27			0.04			0.03			1.00		
SALARY FACTOR	0.99			0.99			0.95			0.88			0.98			1.00		
#1 AVERAGE SALARY	38001	290		31294	356		25499	296		22503	44		20771	32		31184	974	
HIGH SALARY	68100			51121			34675			27524			29000			68100		
LOW SALARY	25968			21864			17000			17000			12501			12501		
FAC MIX PCT	0.30			0.37			0.30			0.05			0.03			1.00		
SALARY FACTOR	0.94			0.95			0.94			0.86			0.97			0.95		
#2 AVERAGE SALARY	42612	275		34258	238		26827	144		24042	20		21890	12		35870	669	
HIGH SALARY	59415			52641			40505			29000			35296			59415		
LOW SALARY	27369			22241			17500			19000			14678			14678		
FAC MIX PCT	0.41			0.36			0.22			0.03			0.02			1.00		
SALARY FACTOR	1.05			1.04			0.99			0.92			1.02			1.09		

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI-INTERDISCIPLINARY STUDIES 4900

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	39134	89	25	32561	100	19	25716	123	23	23848	12	5	21777	26	7	30971	338	33
HIGH SALARY	58167			48403			40505			31000			28664			58167		
LOW SALARY	21000			21504			19560			20000			14172			14172		
FAC MIX PCT	0.26			0.30			0.36			0.04			0.08			1.00		
SALARY FACTOR	0.96			0.99			0.95			0.91			1.01			0.94		
#1 AVERAGE SALARY	38953	30		30919	51		25075	98		22222	9		21969	22		28289	201	
HIGH SALARY	47599			41513			35500			26100			28664			47599		
LOW SALARY	31827			21504			19560			20000			14172			14172		
FAC MIX PCT	0.15			0.25			0.49			0.04			0.11			1.00		
SALARY FACTOR	0.96			0.94			0.92			0.85			1.02			0.86		
#2 AVERAGE SALARY	39226	59		34269	49		28231	25		28726	3		20722	4		34906	137	
HIGH SALARY	58167			48403			40505			31000			24297			58167		
LOW SALARY	21000			23826			19679			25537			19055			19055		
FAC MIX PCT	0.43			0.36			0.18			0.02			0.03			1.00		
SALARY FACTOR	0.97			1.04			1.04			1.10			0.96			1.06		

PUBLIC GROUP

GROUP 1 NON-COLLECTIVE BARGAINING
GROUP 2 COLLECTIVE BARGAINING

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

GROUP	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
ALL AVERAGE SALARY	40606	21718	32860	18926	27168	17436	26220	2237	21523	5410	32980	63490
HIGH SALARY	100000		61250		55850		45000		53760		100000	
LOW SALARY	10000		12487		10000		10000		8800		8800	
FAC MIX PCT	0.34		0.30		0.27		0.04		0.09		1.00	
SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00	
#1 AVERAGE SALARY	38823	12384	31959	11939	26800	11819	26288	1494	21295	4093	31471	40235
HIGH SALARY	85000		61250		55850		45000		53760		85000	
LOW SALARY	10000		12487		10000		10000		8800		8800	
FAC MIX PCT	0.31		0.30		0.29		0.04		0.10		1.00	
SALARY FACTOR	0.96		0.97		0.99		1.00		0.99		0.95	
#2 AVERAGE SALARY	42972	9334	34399	6987	27941	5617	26081	743	22232	1317	35591	23255
HIGH SALARY	100000		58167		50505		44000		41034		100000	
LOW SALARY	21000		18900		14400		14400		10800		10800	
FAC MIX PCT	0.40		0.30		0.24		0.03		0.06		1.00	
SALARY FACTOR	1.06		1.05		1.03		0.99		1.03		1.08	

APPENDIX C

LIST OF PARTICIPATING INSTITUTIONS

	81-82	82-83	83-84	84-85	85-86	86-87
Adams State College (CO)	*			*	*	*
Alabama State University (AL)		*	*	*	*	*
Albany State College (GA)				*		*
Alcorn State University (MS)	*					
Angelo State University (TX)	*		*	*	*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*	*	*
Arecibo Technological University College (PR)				**	**	
Arkansas State University (AR)		*	*	*	**	*
Arkansas Tech University (AR)		*	*	*	*	*
Armstrong State College (GA)				*	*	
Athens State College (AL)					*	
Auburn University at Montgomery (AL)			*	*	*	*
AUGUSTA COLLEGE (GA)	*	*	*	*	*	*
Austin Peay State University (TN)	*		*			*
Ball State University (IN)	*		*		*	*
Bayamon Technological University College (PR)					*	*
Bemidji State University (MN)	*	*				**
Bernard M. Baruch College (NY)			*	**		
BLACK HILLS STATE COLLEGE (SD)	*	*	*	**	**	**
Bluefield State College (WV)			*	*	*	*
Boise State University (ID)	*	*	*	*	*	
Bowie State College (MD)	*	*	*	*		
Bowling Green State University (OH)		*		*		*
Bridgewater State College (MA)						**
Brooklyn College (NY)						**
California Maritime Academy (CA)		*		**		
California Polytechnic State University San Luis Obispo (CA)		*	*			
California State College, Bakersfield (CA)				**	**	**
California State Polytechnic University Pomona (CA)		*				
California State University, Dominguez Hills (CA)	*	*		**	**	
California State University, Fresno (CA)			*		**	
California State University, Fullerton (CA)	*		*	**	**	

Those institutions listed in CAPITAL LETTERS have participated in each of the six years of the survey.

The "double asterisk" symbol (**) denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not requested until the 1984-85 survey. It was continued with the 1985-86 survey and with this 1986-87 survey. Eighty-four (84) of the 261 participating institutions (32%) had CBCs during 1986-1987.

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87
CALIFORNIA STATE UNIVERSITY, HAYWARD (CA)	*	*	*	**	**	**
California State University, Long Beach (CA)		*	*	**	**	**
California State University, Los Angeles (CA)				**		
California State University, Northridge (CA)		*		**		
California State University, San Bernadino (CA)		*		**	**	
California State University, Stanislaus (CA)	*	*			**	**
CALIFORNIA UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	**	**	**
Cameron University (OK)	*	*	*			
CASTLETON STATE COLLEGE (VT)	*	*	*	**	**	**
Cayey University College (PR)		*	*	*		*
Central Connecticut State University (CT)		*	*	**	**	**
Central Michigan University (MI)	*	*	*	**	**	
Central Missouri State University (MO)	*	*		*	*	*
Central State University (OK)		*		*	*	*
Central Washington University (WA)	*	*		*	*	*
Chadron State College (NE)	*	*	*	*		*
Chicago State University (IL)	*	*		**	**	**
CHRISTOPHER NEWPORT COLLEGE (VA)	*	*	*	*	*	*
Citadel,(The) Military College of South Carolina (SC)				*	*	*
Clarion University of Pennsylvania (PA)		*	*	**	**	**
Cleveland State University (OH)	*			*	*	*
Clinch Valley College of the University of Virginia (VA)			*	*	*	
College of Charleston (SC)	*		*	*	*	
College of Staten Island, The (NY)			*	**	**	**
College of the Virgin Islands at St. Croix (VI)			*	*	*	*
College of the Virgin Islands at St. Thomas (VI)	*		*	*	*	*
College of William and Mary (VA)		*		*	*	
COLUMBUS COLLEGE (GA)	*	*	*	*	*	*
CONCORD COLLEGE (WV)	*	*	*	*	*	*
Coppin State College (MD)	*	*	*	*		*
Corpus Christi State University (TX)	*	*	*	*		
Dakota State College (SD)		*	*	**	**	
DELTA STATE UNIVERSITY (MS)	*	*	*	*	*	*
Dickinson State College (ND)			*	*	*	*
East Central University (OK)	*		*	*	*	*
East Stroudsburg University (PA)	*	*			**	
East Tennessee State University (TN)	*	*	*	*		*
East Texas State University (TX)		*		*	*	*
East Texas State University at Texarkana (TX)	*	*	*		*	*
Eastern Connecticut State University (CT)		*	*	**	**	**
Eastern Illinois University (IL)	*	*		**	**	**

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87
Eastern Kentucky University (KY)		*		*	*	
Eastern Michigan University (MI)					**	
Eastern Montana College (MT)	*	*	*	**		**
Eastern New Mexico University (NM)	*	*	*	**	**	
Eastern Oregon State College (OR)	*	*			*	
Eastern Washington University (WA)	*	*		*	*	*
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	*	*	*	**	**	**
Elizabeth City State University (NC)						*
Emporia State University (KS)	*	*	*			
Fairmont State College (WV)	*	*	*	*	*	
Fayetteville State University (NC)	*	*				
FITCHBURG STATE COLLEGE (MA)	*	*	*	**	**	**
Florida Agricultural and Mechanical University (FL)	*				**	
Florida Atlantic University (FL)			*		**	**
Florida International University (FL)	*	*		**	**	**
FORT HAYS STATE UNIVERSITY (KS)	*	*	*	*	*	*
Fort Lewis College (CO)					*	*
Framingham State College (MA)			*			
FRANCIS MARION COLLEGE (SC)	*	*	*	*	*	*
FROSTBURG STATE COLLEGE (MD)	*	*	*	*	*	*
GEORGE MASON UNIVERSITY (VA)	*	*	*	*	*	*
GEORGIA COLLEGE (GA)	*	*	*	*	*	*
GEORGIA SOUTHERN COLLEGE (GA)	*	*	*	*	*	*
Georgia Southwestern College (GA)		*	*	*	*	
Georgia State University (GA)	*	*				
Glassboro State College (NJ)				**		**
Glenville State College (WV)		*	*	*	*	*
Governors State University (IL)		*				
Graduate School of The City University of New York (NY)					**	**
Grambling State University (LA)	*		*	*		*
GRAND VALLEY STATE COLLEGE (MI)	*	*	*	*	*	*
Harris-Stowe State College (MO)		*	*	*	*	*
Henderson State University (AR)	*	*	*	*		*
Herbert H. Lehman College (NY)			*			
Humacao University College (PR)				*	*	*
IDAHO STATE UNIVERSITY (ID)	*	*	*	*	*	*
ILLINOIS STATE UNIVERSITY (IL)	*	*	*	*	*	*
INDIANA STATE UNIVERSITY (IN)	*	*	*	*	*	*
Indiana University East (IN)		*		*		
Indiana University of Pennsylvania (PA)	*			**	**	**
Jackson State University (MS)		*			*	*
Jacksonville State University (AL)		*	*	**		*
James Madison University (VA)	*	*	*	*		*
Jersey City State College (NJ)		*		**		
John Jay College of Criminal Justice (NY)	*	*	*	**		**
Kearney State College (NE)	*	*		**		**
Keene State College (NH)	*		*	**	**	**
Kennesaw College (GA)		*	*	*	*	*
Kent State University (OH)	*	*			**	**
Kentucky State University (KY)						*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87
Kutztown University (PA)		☆		☆☆	☆☆	
La Montana Regional College (PR)				☆		
LAKE SUPERIOR STATE COLLEGE (MI)	☆	☆	☆	☆	☆☆	☆☆
Lamar University--Beaumont (TX)	☆	☆		☆	☆	☆
Lander College (SC)	☆	☆		☆	☆	☆
Laredo State University (TX)		☆	☆		☆	
Lewis Clark State College (ID)		☆	☆	☆	☆	☆
Lincoln University (PA)		☆				☆☆
Livingston University (AL)	☆			☆	☆	☆
Lock Haven University (PA)	☆	☆	☆	☆☆		
Longwood College (VA)	☆	☆		☆	☆	☆
Louisiana State University in Shreveport (LA)	☆	☆		☆	☆	☆
Louisiana Tech University (LA)	☆			☆		☆
Lyndon State College (VT)	☆	☆		☆☆		☆☆
Maine Maritime Academy (ME)		☆				☆
Mankato State University (MN)		☆				
Mansfield University (PA)	☆		☆	☆☆	☆☆	☆☆
MARSHALL UNIVERSITY (WV)	☆	☆	☆	☆	☆	☆
Mary Washington College (VA)		☆	☆	☆	☆	☆
Massachusetts College of Art (MA)						☆☆
Massachusetts Maritime Academy (MA)		☆			☆☆	
MAYVILLE STATE COLLEGE (ND)	☆	☆	☆	☆	☆	☆
McNeese State University (LA)	☆	☆	☆	☆	☆	
Memphis State University (TN)	☆	☆	☆		☆	☆
Mesa College (CO)	☆	☆		☆	☆	☆
METROPOLITAN STATE COLLEGE (CO)	☆	☆	☆	☆	☆	☆
Metropolitan State University (MN)				☆☆	☆☆	☆☆
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	☆	☆	☆	☆	☆	☆
MIDWESTERN STATE UNIVERSITY (TX)	☆	☆	☆	☆	☆	☆
MILLERSVILLE UNIVERSITY (PA)	☆	☆	☆	☆☆	☆☆	☆☆
Minot State College (ND)			☆	☆	☆	☆
Mississippi University for Women (MS)			☆	☆	☆	☆
Mississippi Valley State University (MS)	☆					
Missouri Southern State College (MO)	☆		☆	☆	☆	☆
Missouri Western State College (MO)	☆		☆	☆	☆	☆
Montana College of Mineral Science & Technology (MT)	☆	☆	☆	☆		☆
Montclair State College (NJ)				☆	☆☆	☆☆
Moorhead State University (MN)				☆☆		☆☆
Morehead State University (KY)	☆	☆		☆	☆	☆
Morgan State University (MD)				☆		☆
Murray State University (KY)	☆	☆	☆		☆	☆
New Jersey Institute of Technology (NJ)	☆					
New Mexico Highlands University (NM)					☆	☆
Nicholls State University (LA)			☆		☆	
North Adams State College (MA)	☆	☆			☆☆	☆☆
North Carolina Agricultural and Technical State University (NC)		☆	☆	☆	☆	☆
North Carolina Central University (NC)		☆			☆	☆
North Georgia College (GA)					☆	☆
North Texas State University (TX)	☆			☆	☆	☆

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87
Northeast Louisiana University (LA)	*		*	*	*	*
Northeast Missouri State University (MO)		*	*	*	*	*
Northeastern Illinois University (IL)	*	*		**	**	**
Northeastern State University (OK)					*	*
NORTHERN ARIZONA UNIVERSITY (AZ)	*	*	*	*	*	*
NORTHERN ILLINOIS UNIVERSITY (IL)	*	*	*	*	*	*
Northern Kentucky University (KY)	*	*	*		*	*
Northern Michigan University (MI)	*	*		**	**	**
Northern Montana College (MT)	*			**		**
Northern State College (SD)		*	*	**	**	**
Northwest Missouri State University (MO)			*	*	*	*
Northwestern Oklahoma State University (OK)	*				*	
Northwestern State University (LA)		*		*		
OAKLAND UNIVERSITY (MI)	*	*	*	*	**	**
OLD DOMINION UNIVERSITY (VA)	*	*	*	*	*	*
Oregon Institute of Technology (OR)	*	*		*	*	
Pan American University (TX)			*	*	*	*
Panhandle State University (OK)				*	*	
Pembroke State University (NC)	*			*	*	
Peru State College (NE)	*		*	**	**	**
Pittsburg State University (KS)		*	*	**	**	**
Plymouth State College (NH)	*		*	*	*	*
Ponce Technological University College--University of Puerto Rico (PR)					*	*
Portland State University (OR)	*	*		**		**
Potsdam College of the State University of New York (NY)						**
Purdue University at Calumet (IN)		*		*	*	*
Radford University (VA)	*		*	*	*	*
Ramapo College of New Jersey (NJ)	*				**	
Rhode Island College (RI)	*			**		**
Saginaw Valley State College (MI)		*	*		**	**
Salem State College (MA)		*	*	**	**	**
Salisbury State College (MD)	*	*	*	*	*	
Sam Houston State University (TX)					*	*
San Diego State University (CA)		*			**	**
Sangamon State University (IL)			*	*	*	*
Savannah State College (GA)	*	*	*	*	*	
SHEPHERD COLLEGE (WV)	*	*	*	*	*	*
Shippensburg University (PA)		*	*	**	**	**
Slippery Rock University of Pennsylvania (PA)	*	*	*			**
Sonoma State University (CA)	*	*		**	**	**
South Dakota School of Mines and Technology (SD)			*	**	**	**
SOUTHEAST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*
Southeastern Louisiana University (LA)		*	*		*	*
Southeastern Massachusetts University (MA)			*		**	**
Southeastern Oklahoma State University (OK)			*	*		
SOUTHERN ARKANSAS UNIVERSITY (AR)	*	*	*	*	*	*
Southern College of Technology (GA)						*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87
Southern Connecticut State University (CT)		*	*	**	**	
Southern Illinois University at Carbondale (IL)					*	*
Southern Illinois University at Edwardsville (IL)	*	*		*	*	*
SOUTHERN OREGON STATE COLLEGE (OR)	*	*	*	**	**	**
Southern Technical Institute (GA)		*	*	*	*	
Southern Utah State College (UT)			*	*	*	*
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	*	*	*	*	*	*
SOUTHWEST STATE UNIVERSITY (MN)	*	*	*	**	**	**
Southwest Texas State University (TX)	*	*		*	*	*
Southwestern Oklahoma State University (OK)	*		*	*	*	*
ST. CLOUD UNIVERSITY (MN)	*	*	*	**	**	**
St. Mary's College of Maryland (MD)	*	*	*			
STATE UNIVERSITY OF NEW YORK COLLEGE AT BROCKPORT (NY)	*	*	*	**	**	**
State University of New York College at Buffalo (NY)	*		*	**	**	**
STATE UNIVERSITY OF NEW YORK COLLEGE AT CORTLAND (NY)	*	*	*	**	**	**
State University of New York College at Fredonia (NY)	*	*	*		**	**
State University of New York College at Geneseo (NY)		*	*	**	**	**
State University of New York College at New Paltz (NY)	*					
State University of New York College at Old Westbury (NY)		*		**		**
State University of New York College at Oneonta (NY)				**		
State University of New York College at Plattsburgh (NY)		*		**	**	**
State University of New York College at Potsdam (NY)	*	*	*	**	**	
State University of New York College at Purchase (NY)		*	*			
State University of New York College of Technology at Utica/Rome (NY)	*		*	**	**	
Stephen F. Austin State University (TX)	*		*	*	*	*
Stockton State College (NJ)				**	**	
Sul Ross State University (TX)				*	*	*
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	*	*	*	*	*	*
TEXAS A&I UNIVERSITY (TX)	*	*	*	*	*	*
TEXAS A&M UNIVERSITY AT GALVESTON (TX)	*	*	*	*	*	*
Texas Woman's University (TX)			*	*		*
Towson State University (MD)	*		*	*	*	*
Trenton State College (NJ)	*	*	*	**	**	
Troy State University (AL)		*	*	*	*	*
UNIVERSITY OF AKRON, THE (OH)	*	*	*	*	*	*
University of Alabama in Huntsville (AL)	*					
University of Alaska at Anchorage (AK)		*			*	*

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87
University of Alaska at Fairbanks (AK)				☆		
University of Alaska at Juneau (AK)		☆	☆	☆☆		
University of Arkansas at Little Rock (AR)				☆	☆	☆
University of Arkansas at Monticello (AR)	☆			☆	☆	☆
University of Baltimore (MD)	☆	☆	☆	☆	☆	
University of Central Arkansas (AR)		☆	☆	☆	☆	☆
University of Central Florida (FL)	☆			☆☆	☆☆	☆☆
UNIVERSITY OF COLORADO AT COLORADO SPRINGS (CO)	☆	☆	☆	☆	☆	☆
University of Colorado at Denver (CO)	☆	☆	☆	☆		☆
University of Guam (GU)	☆	☆				
University of Hawaii (HI)						☆☆
University of Houston--Clear Lake (TX)	☆			☆	☆	☆
University of Houston--Downtown (TX)	☆	☆	☆	☆		
University of Houston--Victoria (TX)	☆	☆				
University of Lowell (MA)	☆	☆	☆	☆☆	☆☆	
University of Maine at Farmington (ME)			☆	☆☆		☆☆
University of Maine at Fort Kent (ME)			☆			☆☆
University of Maine at Presque Isle (ME)		☆	☆	☆☆	☆☆	
University of Maryland Baltimore County (MD)	☆	☆		☆	☆	☆
University of Montevallo (AL)			☆	☆	☆	☆
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	☆	☆	☆	☆☆	☆☆	☆☆
UNIVERSITY OF NEVADA, LAS VEGAS (NV)	☆	☆	☆	☆	☆	☆
University of New Orleans (LA)	☆	☆				
University of North Alabama (AL)	☆	☆		☆	☆	☆
University of North Carolina at Asheville (NC)	☆		☆	☆		☆
University of North Carolina at Charlotte (NC)		☆	☆	☆	☆	☆
University of North Carolina at Greensboro (NC)	☆	☆		☆	☆	☆
University of North Carolina at Wilmington (NC)		☆		☆		☆
University of North Florida (FL)			☆			☆☆
University of Northern Colorado (CO)	☆	☆		☆	☆	☆
UNIVERSITY OF NORTHERN IOWA (IA)	☆	☆	☆	☆☆	☆☆	☆☆
University of Pittsburgh at Bradford (PA)						☆
University of Pittsburgh at Johnstown (PA)	☆					☆
University of Puerto Rico, Medical Sciences Campus (PR)					☆	☆
University of Puerto Rico at Mayaguez (PR)					☆	
University of Puerto Rico, Rio Piedras Campus (PR)				☆	☆	☆
UNIVERSITY OF SCIENCE AND ARTS OF OKLAHOMA (OK)	☆	☆	☆	☆	☆	☆
University of South Alabama, The (AL)		☆	☆	☆	☆	☆
University of South Carolina (SC)		☆				☆
University of South Carolina at Aiken (SC)	☆	☆	☆	☆	☆	
University of South Carolina Coastal Carolina College (SC)	☆		☆			

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87
UNIVERSITY OF SOUTH CAROLINA AT SPARTANBURG (SC)	☆	☆	☆	☆	☆☆	☆
University of South Dakota at Springfield (SD)	☆	☆	☆			
University of South Florida (FL)	☆	☆			☆☆	☆☆
UNIVERSITY OF SOUTHERN COLORADO (CO)	☆	☆	☆	☆	☆	☆
University of Southern Indiana (IN)	☆	☆		☆	☆	☆
University of Southern Maine (ME)	☆			☆☆	☆	☆☆
University of Southern Mississippi (MS)	☆	☆	☆	☆		☆
University of Southwestern Louisiana (LA)	☆		☆	☆	☆	☆
UNIVERSITY OF TENNESSEE AT CHATTANOOGA (TN)	☆	☆	☆	☆	☆	☆
UNIVERSITY OF TENNESSEE AT MARTIN, THE (TN)	☆	☆	☆	☆	☆	☆
UNIVERSITY OF TEXAS AT DALLAS, THE (TX)	☆	☆	☆	☆	☆	☆
University of Texas at San Antonio (TX)			☆	☆	☆	☆
University of Texas at Tyler, The (TX)	☆	☆	☆		☆	☆
UNIVERSITY OF TEXAS OF THE PERMIAN BASIN (TX)	☆	☆	☆	☆	☆	☆
University of the District of Columbia (DC)	☆		☆	☆☆	☆☆	
University of Toledo, The (OH)		☆		☆	☆	
University of West Florida (FL)	☆	☆	☆	☆☆	☆☆	
UNIVERSITY OF WISCONSIN OSHKOSH (WI)	☆	☆	☆	☆	☆	☆
University of Wisconsin--Eau Claire (WI)	☆		☆	☆	☆	☆
University of Wisconsin--Green Bay (WI)			☆	☆	☆	☆
University of Wisconsin--La Crosse (WI)	☆	☆	☆		☆	☆☆
University of Wisconsin--Parkside (WI)	☆		☆			
University of Wisconsin--Platteville (WI)			☆	☆	☆	☆
University of Wisconsin--River Falls (WI)		☆	☆			
University of Wisconsin--Stevens Point (WI)		☆	☆	☆	☆	☆
University of Wisconsin--STOUT (WI)	☆	☆	☆	☆☆	☆	
University of Wisconsin--Superior (WI)		☆	☆	☆	☆	☆
University of Wisconsin--Whitewater (WI)			☆	☆	☆	
University Missouri--St. Louis (MO)				☆	☆	
VALDOSTA STATE COLLEGE (GA)	☆	☆	☆	☆	☆	☆
Valley City State College (ND)				☆	☆	☆
Washburn University (KS)	☆	☆		☆		☆
Wayne State College (NE)		☆	☆	☆☆		☆☆
WEBER STATE COLLEGE (UT)	☆	☆	☆	☆	☆	☆
West Chester State College (PA)	☆	☆		☆☆		☆☆
WEST GEORGIA COLLEGE (GA)	☆	☆	☆	☆	☆	☆
West Liberty State College (WV)	☆	☆	☆	☆	☆	
West Texas State University (TX)			☆	☆	☆	☆
WEST VIRGINIA COLLEGE OF GRADUATE STUDIES (WV)	☆	☆	☆	☆	☆	☆
West Virginia Institute of Technology (WV)		☆	☆	☆	☆	☆
West Virginia State College (WV)				☆		☆
Western Carolina University (NC)	☆	☆		☆	☆	☆
Western Connecticut State University (CT)	☆		☆	☆☆		☆☆
WESTERN ILLINOIS UNIVERSITY (IL)	☆	☆	☆	☆☆	☆☆	☆☆

Participating Institutions (continued):	81-82	82-83	83-84	84-85	85-86	86-87
WESTERN KENTUCKY UNIVERSITY (KY)	✲	✲	✲	✲	✲	✲
Western Michigan University (MI)		✲	✲	✲✲	✲✲	✲✲
Western Montana College (MT)		✲	✲		✲✲	
WESTERN NEW MEXICO UNIVERSITY (NM)	✲	✲	✲	✲	✲✲	✲
WESTERN OREGON STATE COLLEGE (OR)	✲	✲	✲	✲✲	✲✲	✲✲
Western State College of Colorado (CO)			✲	✲	✲	✲
Western Washington University (WA)		✲		✲	✲	
Westfield State College (MA)	✲	✲		✲✲	✲✲	
WICHITA STATE UNIVERSITY, THE (KS)	✲	✲	✲	✲	✲	✲
William Paterson College of New Jersey (NJ)			✲		✲✲	✲✲
Winona State University (MN)	✲	✲		✲✲		
Winston-Salem State University (NC)	✲	✲	✲		✲	✲
Winthrop College (SC)	✲				✲	✲
Worchester State College (MA)	✲		✲	✲✲		
Wright State University (OH)		✲				✲
Youngstown State University (OH)		✲	✲	✲✲	✲✲	✲✲
	205	227	215	268	262	261

Total of AASCU colleges and universities which have participated in the survey at least once during the six years of the survey: 360.

Total of AASCU colleges and universities which have participated in each of the six years of the survey: 67.

Total of AASCU colleges and universities which have participated in the second report (1987) of "trend study years" for 1983-84 (third) and 1986-87 (sixth): 167. [The first "trend study years" report was conducted in 1986 and included 174 AASCU institutions for the years 1982-83 (second) and 1985-86 (fifth).]

Grand Total of times AASCU colleges and universities have participated in the AASCU/CUPA NATIONAL FACULTY SALARY SURVEY BY DISCIPLINE AND RANK over the six years (1981-82, 1982-83, 1983-84, 1984-85, 1985-86 and 1986-87) of the survey:: 1,438.